

THE ABCs of Missouri Career Grades

2012-2022



Department of Economic Development



Grading Missouri's Top Jobs

With over 800 occupations to consider, choosing a career can be a challenge. Missouri Career Grades are a tool to help compare the future outlook of these occupations. To make the comparisons easier, the Missouri Career Grades Report assigns letter grades to various occupations within the state based on each occupation's outlook over the next decade. For example, occupations in the Grade A category have the best outlook while Grade F jobs have the worst outlook. Grades are based on a combination of total job openings, percent growth, and the average wages of an occupation.

For each of these three variables, an occupation's projected performance is compared with the average for the state or region being analyzed. The degree to which an occupation is above or below the average for the three factors is used to determine its grade. Occupations with a career grade of B+ or B have above average results in at least one of the three variables, and occupations receiving a grade of A+ or A, have above average results in at least two of the three variables being used.

Grades are based on a combination of total job openings, percent growth, and the average wages of an occupation.

Career Grades are available for Missouri and the state's 10 Workforce Investment Areas (WIAs). Grades assigned in each region are determined by comparing only the occupations within that region. Due to regional differences in economic makeup across the state, it is possible that an occupation can have a good outlook (and high grade) in one region, but have a poor outlook (and low grade) in another region.

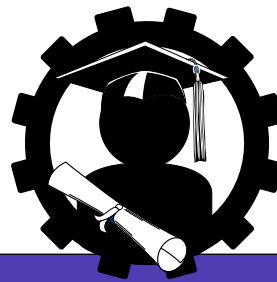
Career Grades can assist students, job seekers, displaced workers, educators, and workforce professionals in choosing which careers have the best outlook in terms of having good growth, a large number of annual openings, and offer an above average wage for job seekers.

This report highlights occupations at the A, B and C grade levels in Missouri, and those with the best outlook for each of the regions in the state.



Education, Training and Experience

The education and experience categories describe the most significant level of education or training for a particular occupation based on national trends. While many occupations could be pursued with various levels of education or training, these groupings identify typical requirements and provide an additional source of information for a career-seeker.



NOW

Short/Moderate-Term On-the-Job Training

Occupations generally requiring short-term training are those where employee competency can be achieved during 1 month or less of on-the-job experience, and informal training. Jobs that generally require moderate-term training are those where employee competency can be achieved during 1 to 12 months of combined on-the-job experience and informal training.

NEXT

Long-Term On-the-Job Training/Work Experience in a Related Occupation

Occupations requiring long-term training are those for which more than 12 months of on-the-job training, or combined work experience and formal classroom instruction are needed for the workers to develop the skill to attain competency. This on-the-job training includes employer sponsored programs, as well as formal courses offered to prepare an employee for a specific required licensing exam.

Associate's Degree/Postsecondary non-degree Education

Associate Degrees usually require between 2 and 4 years of full-time academic study beyond high school. Postsecondary non-degree programs lead to a certificate or other award, but not a degree. Certificates are obtained through an educational institution, and require the completion of formal postsecondary schooling.

LATER

Bachelor's Degree/Work Experience

A bachelor's degree program generally requires 4 to 5 years of full-time academic study beyond high school. Jobs may require work experience in addition to an academic degree program.

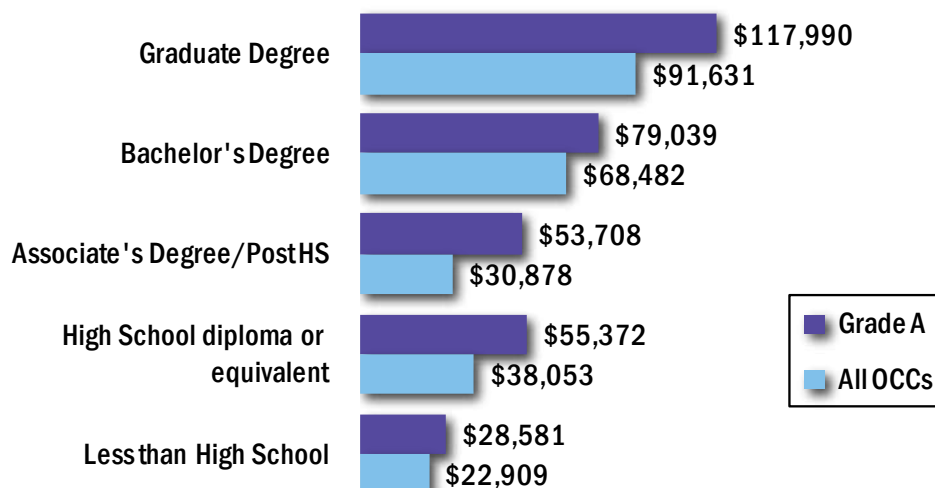
Master's Degree/Doctoral/Professional Degree

Master's Degrees usually require 1 or 2 years of full-time academic work beyond a bachelor's degree. Doctoral and professional degrees usually require at least 3 years of full-time academic study beyond a bachelor's degree.

Grade A

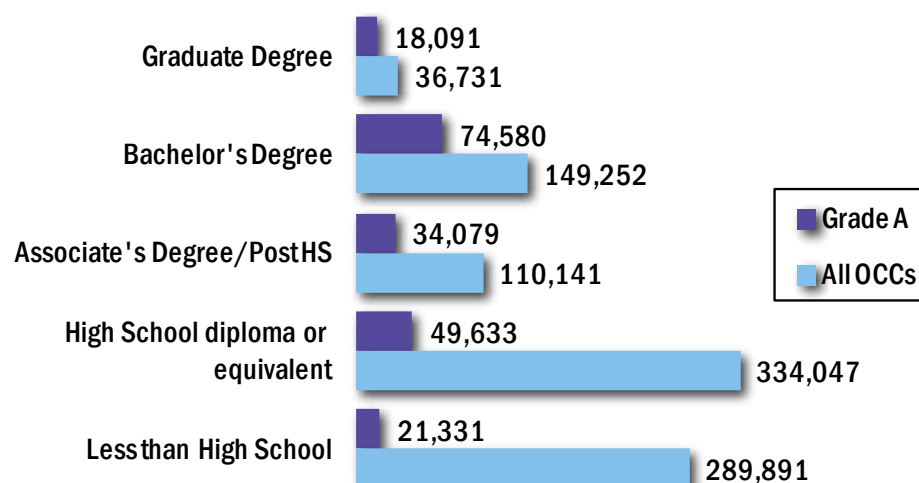
Grade A careers have the best outlook with average or above projected growth rates, total openings and wages when compared to all occupations in the state. Approximately 575,900 Missourians were employed in Grade A occupations in 2012, making up 20.3% of the state's overall employment. Due to its high projected growth rate of 15.3% (nearly double the overall state average) Grade A occupations are expected to account for 21.5% of the state's overall employment by 2022. Grade A careers can be found in numerous occupational fields, and have a combined average wage of \$67,655 per year.

Average Annual Wage of Grade A Careers



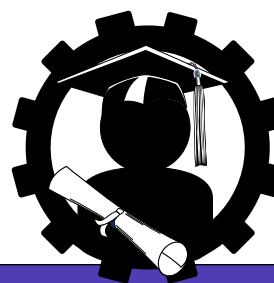
The total projected openings for Grade A occupations between 2012 and 2022 is 197,714 and includes both the new growth occupations, as well as those openings caused by replacement needs such as promotion or retirement. Occupations requiring an educational attainment level of a high school diploma or above account for 89.2% of these openings. Grade A occupations also account for 49.3 percent of all projected openings requiring a post Bachelor's degree level of education.

Total Openings for Grade A Careers



Top Grade A Careers

Grade A occupations are projected to experience the greatest percentage of growth between 2012 and 2022. Some of these occupations were hard hit by the recession started in 2008, and are projected to experience a return to growth, while others are part of a growing industry such as healthcare. These occupations cover a wide range of career opportunities, and require short, medium and long term education and training.



NOW Occupations

Title	Openings	Avg Wage
Personal Care Aides	11,318	\$19,398
Construction Laborers	7,617	\$41,129
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	7,551	\$60,638
Sales Representatives, Services, All Other	6,036	\$53,079
Medical Secretaries	5,823	\$30,801
Insurance Sales Agents	4,185	\$57,587
Painters, Construction and Maintenance	2,396	\$49,462

NEXT Occupations

Title	Openings	Avg Wage
Registered Nurses	21,004	\$58,037
Carpenters	7,097	\$49,187
Licensed Practical and Licensed Vocational Nurses	6,601	\$37,800
Managers, All Other	5,027	\$98,711
Computer User Support Specialists	4,452	\$47,667
Electricians	4,273	\$54,978
Plumbers, Pipefitters, and Steamfitters	2,806	\$60,324

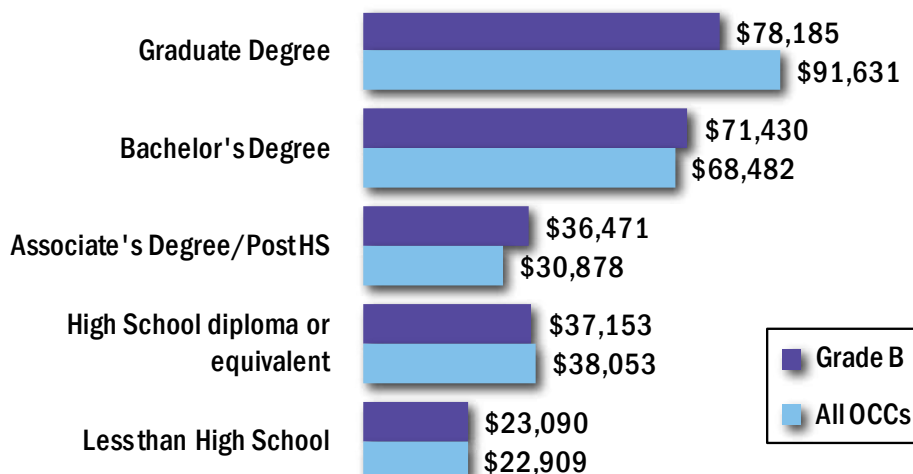
LATER Occupations

Title	Openings	Avg Wage
General and Operations Managers	15,031	\$91,952
Accountants and Auditors	10,935	\$65,144
Elementary School Teachers, Except Special Education	7,451	\$48,463
Middle School Teachers, Except Special and Career/Technical Education	4,491	\$53,377
Computer Systems Analysts	3,877	\$80,088
Lawyers	3,812	\$116,183
Software Developers, Applications	3,224	\$85,772

Grade B

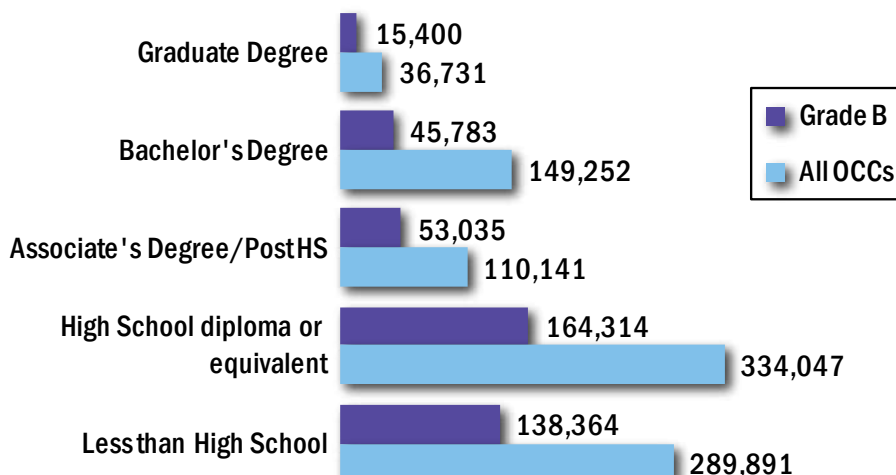
Grade B careers account for the largest number of current Missouri workers, and they are also projected to produce the largest number of total openings from 2012 to 2022. In 2012, just over 1,273,100 Missouri workers were employed in Grade B occupations, which is 44.8 percent of Missouri's total workforce. Grade B occupations have a projected growth rate of 9.8 percent, which is higher than the state average, and an average annually wage of \$39,323, putting it just below the \$42,004 per year state average for all workers.

Average Annual Wage of Grade B Careers



Grade B occupations are expected to produce just under 417,000 total openings during the next 10 years. Grade B occupations are projected to provide the greatest total openings, and 66.8 percent of these openings will require at least a high school degree or equivalency. Grade B occupations also account for 48.2 percent of all projected openings requiring an education beyond high school, but less than a Bachelor's degree.

Total Openings for Grade B Careers



Top Grade B Careers

Grade B occupations are projected to create the largest amount of total openings between 2012 and 2022. With more than 416,800 projected openings, Grade B occupations will account for 45.3 percent of the state's overall projected openings. These openings will occur at all levels of education and training, and 29.8 percent are expected to be from new growth. Office and Administrative Support Occupations, as well as those in Sales and Sales Related Occupations comprise the two largest groups of Grade B occupations.



NOW Occupations

Title	Openings	Avg Wage
Combined Food Preparation and Serving Workers, Including Fast Food	37,256	\$17,979
Retail Salespersons	33,312	\$24,851
Customer Service Representatives	19,622	\$31,661
Laborers and Freight, Stock, and Material Movers, Hand	16,902	\$26,311
Office Clerks, General	15,950	\$30,036
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	12,036	\$24,440
Childcare Workers	11,425	\$19,708

NEXT Occupations

Title	Openings	Avg Wage
Nursing Assistants	13,195	\$22,799
Heavy and Tractor-Trailer Truck Drivers	11,140	\$39,826
First-Line Supervisors of Office and Administrative Support Workers	7,908	\$49,216
First-Line Supervisors of Food Preparation and Serving Workers	7,474	\$28,476
Maintenance and Repair Workers, General	7,323	\$34,072
First-Line Supervisors of Retail Sales Workers	6,985	\$38,386
Cooks, Restaurant	6,610	\$21,389

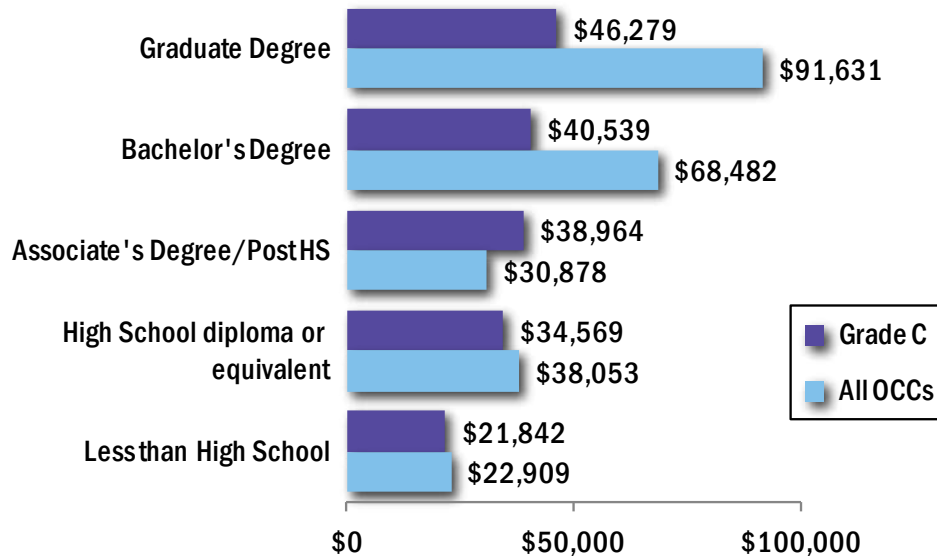
LATER Occupations

Title	Openings	Avg Wage
Secondary School Teachers, Except Special and Career/Technical Education	6,130	\$47,507
Chief Executives	2,543	\$150,398
Computer Programmers	2,506	\$71,515
Loan Officers	2,211	\$63,260
Network and Computer Systems Administrators	2,040	\$69,640
Human Resources Specialists	2,023	\$53,419
Family and General Practitioners	1,972	\$132,386

Grade C

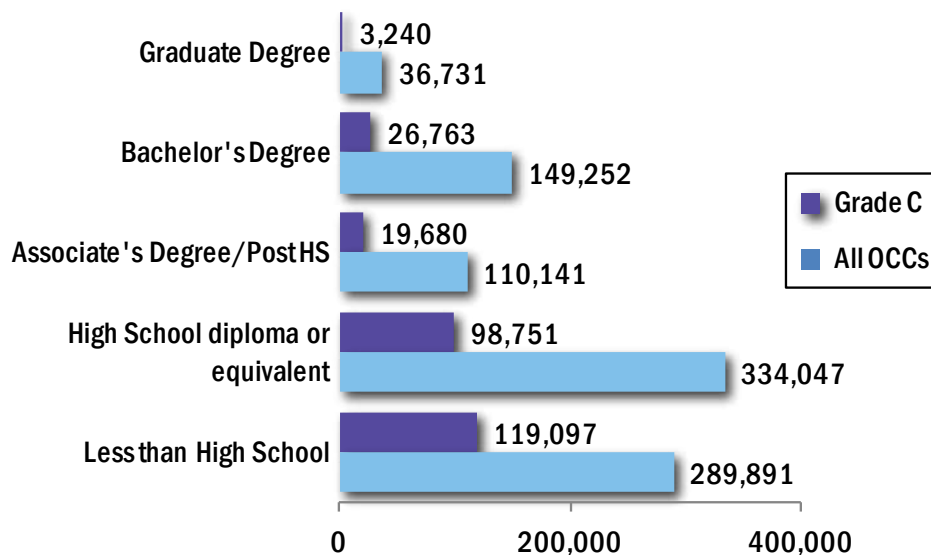
Grade C careers represent a large portion of Missouri's current workforce, and they're expected to experience a smaller than average growth during the projected period. Grade C occupations earn on average \$30,907 per year, which is below the overall average of \$42,004 annually.

Average Annual Wage of Grade C Careers



Grade C occupations are projected to create over 267,500 total openings from 2012 to 2022, which would be 29.1 percent of the overall state total. The growth rate during this period is expected to be around 4.6 percent, with most of the projected openings coming in the form of replacement positions. Overall, 81.4 percent of Grade C openings require a high school degree or less of education. Grade C occupations also account for 34.9 percent of all projected openings requiring a High School degree or less of education.

Top Openings for Grade C Careers



Top Grade C Careers

Grade C occupations are projected to create a large majority of their openings in careers requiring a lower level of education and training. Almost 85 percent of all Grade C openings require a High School diploma or less. These openings are mostly due to the need for replacement workers, and have an annual wage that is less than the overall average.



NOW Occupations

Title	Openings	Avg Wage
Cashiers	31,096	\$19,572
Waiters and Waitresses	26,542	\$19,273
Stock Clerks and Order Fillers	9,651	\$24,765
Tellers	6,334	\$23,546
Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	5,429	\$18,372
Receptionists and Information Clerks	4,859	\$26,315
Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	4,796	\$17,690

NEXT Occupations

Title	Openings	Avg Wage
Teacher Assistants	4,465	\$23,226
Hairdressers, Hairstylists, and Cosmetologists	3,167	\$25,882
Emergency Medical Technicians and Paramedics	2,302	\$34,898
Firefighters	1,966	\$42,417
First-Line Supervisors of Production and Operating Workers	1,949	\$53,226
Executive Secretaries and Executive Administrative Assistants	1,620	\$45,267
Bus and Truck Mechanics and Diesel Engine Specialists	1,555	\$40,060

LATER Occupations

Title	Openings	Avg Wage
Substitute Teachers	3,258	\$24,402
Coaches and Scouts	2,690	\$31,048
Child, Family, and School Social Workers	2,007	\$33,958
Graphic Designers	1,791	\$45,562
Recreation Workers	1,403	\$24,360
Farmers, Ranchers, and Other Agricultural Managers	1,226	\$57,890
Medical and Clinical Laboratory Technologists	1,023	\$54,403

Regional Outlook

Central WIA

Employment in the Central WIA totaled just over 291,000 in 2012 and is projected to increase by 10.7 percent by 2022.

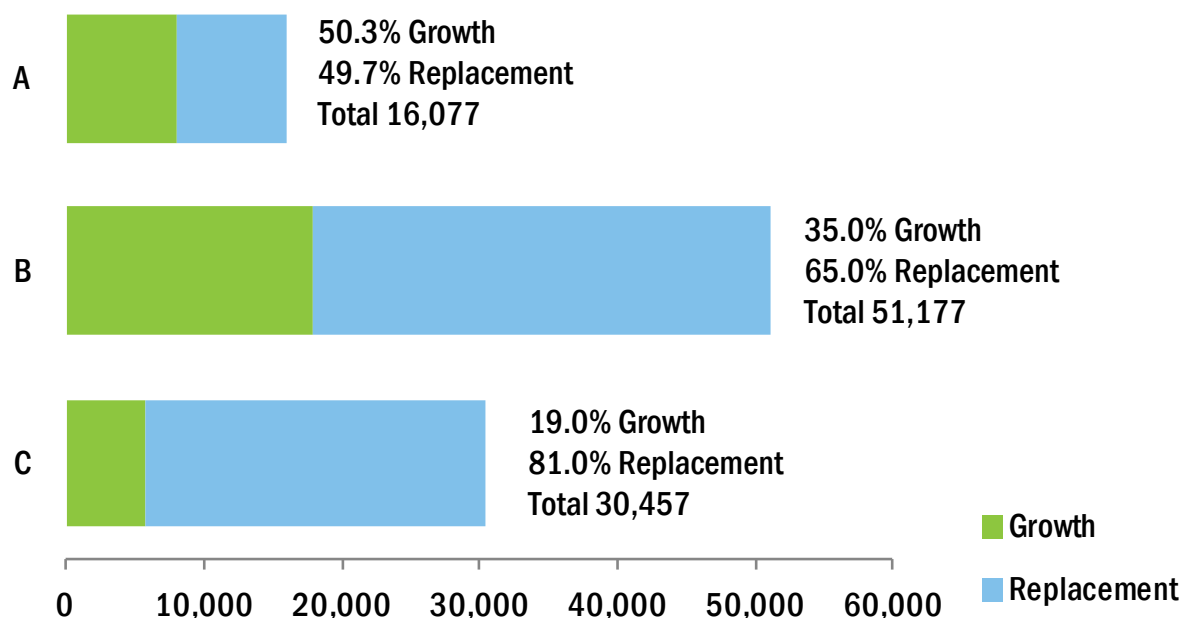
The Central WIA is projected to have over 100,000 job openings between 2012 and 2022, with 31.9 percent coming from new growth. Grade B occupations account for 56.2 percent of this new growth. Job openings are identified as either “Growth,” “Replacement” or “Total” openings. Growth openings are new jobs that are added to the existing workforce, while replacement openings are vacancies created by worker mobility or retirements, but are not new jobs. Total openings are the combination of both growth and replacement openings.

Grade A occupations have the best outlook with an above average growth rate and annual wage when compared to all occupations in the region. Grade A occupations in the Central region are projected to grow by 18.5 percent, and new growth occupations are expected to account for 50.3 percent of Grade A total openings.

Grade B occupations make up the largest portion of the Central WIA workforce, and they are expected to have the largest number of job openings between 2012 and 2022. In 2012, Grade B occupations accounted for 49.9 percent of the Central WIA's total workforce, and they're projected to produce 51.1 percent of the region's total openings. Replacement openings are a large part of Grade C growth. Grade C occupations account for 30.4 percent of the regions total projected openings, 81.0 percent of which are replacement openings.



Central WIA Openings by Grade Level



Good Outlook Careers – Central WIA

NOW OCCUPATIONS

Title	Grade	Openings	Avg Wage
Combined Food Preparation and Serving Workers, Including Fast Food	B	3,939	\$17,936
Retail Salespersons	B	3,905	\$23,111
Cashiers	C+	3,712	\$19,020
Waiters and Waitresses	C+	2,920	\$19,095
Office Clerks, General	B	1,994	\$28,087
Laborers and Freight, Stock, and Material Movers, Hand	B+	1,749	\$26,137
Customer Service Representatives	B+	1,653	\$29,362

NEXT OCCUPATIONS

Title	Grade	Openings	Avg Wage
Registered Nurses	A	2,051	\$55,632
Nursing Assistants	B	1,776	\$22,215
Heavy and Tractor-Trailer Truck Drivers	A	1,260	\$35,406
Carpenters	A	1,010	\$41,657
First-Line Supervisors of Retail Sales Workers	B	958	\$35,920
Maintenance and Repair Workers, General	B	917	\$31,761
Licensed Practical and Licensed Vocational Nurses	B+	909	\$36,692

LATER OCCUPATIONS

Title	Grade	Openings	Avg Wage
General and Operations Managers	A+	1,613	\$72,710
Elementary School Teachers, Except Special Education	B+	908	\$42,446
Secondary School Teachers, Except Special and Career/Technical Ed.	B	849	\$40,610
Accountants and Auditors	A	750	\$53,393
Substitute Teachers	C+	430	\$23,001
Middle School Teachers, Except Special and Career/Technical Education	B	427	\$45,836
Computer Programmers	B	387	\$56,179

Kansas City WIA

Employment in the Kansas City WIA totaled more than 549,600 in 2012, and is projected to grow by 9.7 percent by 2022.

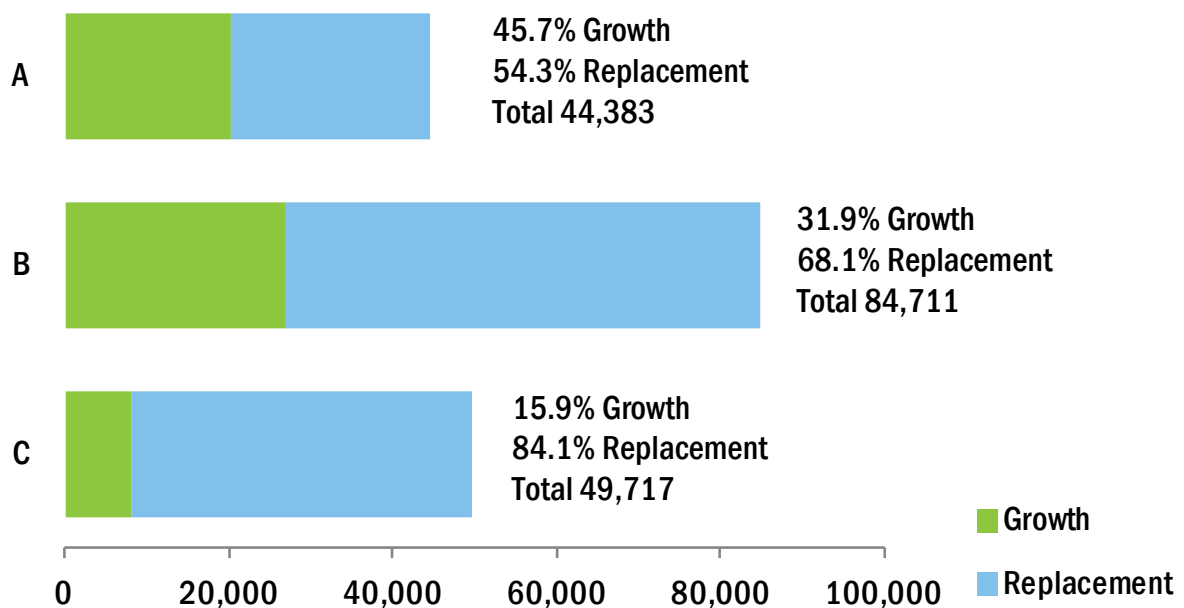
The Kansas City WIA is projected to have over 184,500 total openings between 2012 and 2022, with 30.0 percent of these coming from new growth. Grade B occupations account for 48.8 percent of this new growth. Job openings are identified as either “Growth,” “Replacement” or “Total” openings. Growth openings are new jobs that are added to the economy, while replacement openings are vacancies created by worker mobility or retirements, but are not new jobs. Total openings are the combination of both growth and replacement openings.



Grade A occupations have the best outlook with an above average growth rate and annual wage when compared to all occupations in the region. Grade A occupations in the Kansas City region are projected to grow by 16.1 percent, and these new growth occupations are expected to account for 45.7 percent of Grade A total openings.

Grade B occupations make up the largest portion of the Kansas City WIA workforce, and they are expected to have the largest number of job openings between 2012 and 2022. In 2012, Grade B occupations accounted for 44.6 percent of the Kansas City WIA's total workforce, and they're projected to produce 45.9 percent of the region's total openings. Replacement openings are a large part of Grade C growth. Grade C occupations account for 26.9 percent of the regions total projected openings, 84.1 percent of which are replacement openings.

Kansas City WIA Openings by Grade Level



Good Outlook Careers – Kansas City WIA

NOW Occupations			
Title	Grade	Openings	Avg Wage
Combined Food Preparation and Serving Workers, Including Fast Food	B	7,427	\$18,040
Retail Salespersons	B	5,936	\$26,172
Waiters and Waitresses	C+	5,541	\$19,096
Cashiers	C+	5,379	\$19,976
Customer Service Representatives	B+	3,747	\$35,047
Office Clerks, General	B	3,305	\$32,596
Laborers and Freight, Stock, and Material Movers, Hand	B+	2,946	\$28,673

NEXT Occupations			
Title	Grade	Openings	Avg Wage
Registered Nurses	A	3,610	\$63,222
Nursing Assistants	B	2,185	\$24,366
Heavy and Tractor-Trailer Truck Drivers	A	2,028	\$41,353
First-Line Supervisors of Office and Administrative Support Workers	A	1,709	\$53,101
Cooks, Restaurant	B	1,561	\$21,852
First-Line Supervisors of Food Preparation and Serving Workers	B	1,402	\$30,448
Managers, All Other	A+	1,379	\$105,086

LATER Occupations			
Title	Grade	Openings	Avg Wage
General and Operations Managers	A+	3,572	\$99,534
Accountants and Auditors	A	2,813	\$60,517
Elementary School Teachers, Except Special Education	B+	1,641	\$50,966
Software Developers, Applications	A+	1,375	\$85,765
Computer Systems Analysts	A+	1,266	\$77,712
Secondary School Teachers, Except Special and Career/Technical Ed.	B	1,059	\$50,151
Construction Managers	A+	984	\$75,781

Northeast WIA

Employment in the Northeast WIA totaled nearly 84,000 in 2012, and is projected to grow by 9.0 percent by 2022.

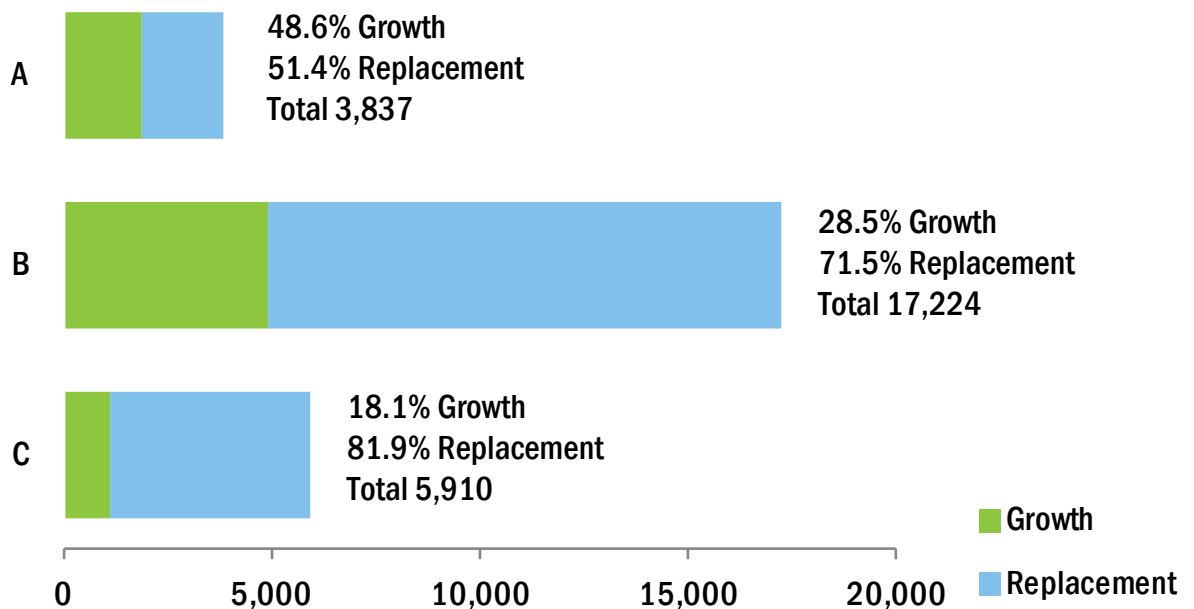
The Northeast WIA is projected to have just over 27,700 total openings between 2012 and 2022, with 28.3 percent of these coming from new growth. Grade B occupations account for 62.5 percent of this new growth. Job openings are identified as either “Growth,” “Replacement” or “Total” openings. Growth openings are new jobs that are added to the economy, while replacement openings are vacancies created by worker mobility or retirements, but are not new jobs. Total openings are the combination of both growth and replacement openings.



Grade A occupations have the best outlook with an above average growth rate and annual wage when compared to all occupations in the region. Grade A occupations in the Northeast region are projected to grow by 17.7 percent, and these new growth occupations are expected to account for 48.6 percent of Grade A total openings.

Grade B occupations make up the largest portion of the Northeast WIA workforce, and they are expected to have the largest number of job openings between 2012 and 2022. In 2012, Grade B occupations accounted for 58.4 percent of the Northeast WIA's total workforce, and they're projected to produce 62.2 percent of the region's total openings. Replacement openings are a large part of Grade C growth. Grade C occupations account for 21.3 percent of the regions total projected openings, 81.9 percent of which are replacement openings.

Northeast WIA Openings by Grade Level



Good Outlook Careers – Northeast WIA

NOW OCCUPATIONS			
Title	Grade	Openings	Avg Wage
Cashiers	B	1,432	\$18,370
Combined Food Preparation and Serving Workers, Including Fast Food	B+	937	\$17,476
Waiters and Waitresses	B	883	\$17,799
Retail Salespersons	B	878	\$26,983
Laborers and Freight, Stock, and Material Movers, Hand	B+	542	\$23,566
Customer Service Representatives	B+	489	\$29,327
Office Clerks, General	B	487	\$26,883

NEXT OCCUPATIONS			
Title	Grade	Openings	Avg Wage
Heavy and Tractor-Trailer Truck Drivers	A	616	\$34,954
Registered Nurses	A	409	\$48,823
Nursing Assistants	B	381	\$20,809
First-Line Supervisors of Food Preparation and Serving Workers	B+	293	\$24,517
Licensed Practical and Licensed Vocational Nurses	B+	239	\$34,092
Maintenance and Repair Workers, General	B+	236	\$31,148
Cooks, Restaurant	B+	233	\$18,940

LATER OCCUPATIONS			
Title	Grade	Openings	Avg Wage
General and Operations Managers	A	503	\$64,957
Secondary School Teachers, Except Special and Career/Technical Ed.	B+	353	\$39,253
Elementary School Teachers, Except Special Education	B+	240	\$38,753
Child, Family, and School Social Workers	A	211	\$30,763
Substitute Teachers	B	193	\$21,332
Accountants and Auditors	B+	157	\$46,710
Educational, Guidance, School, and Vocational Counselors	B	135	\$35,133

Northwest WIA

Employment in the Northwest WIA totaled nearly 102,000 in 2012, and is projected to grow by 7.8 percent by 2022.

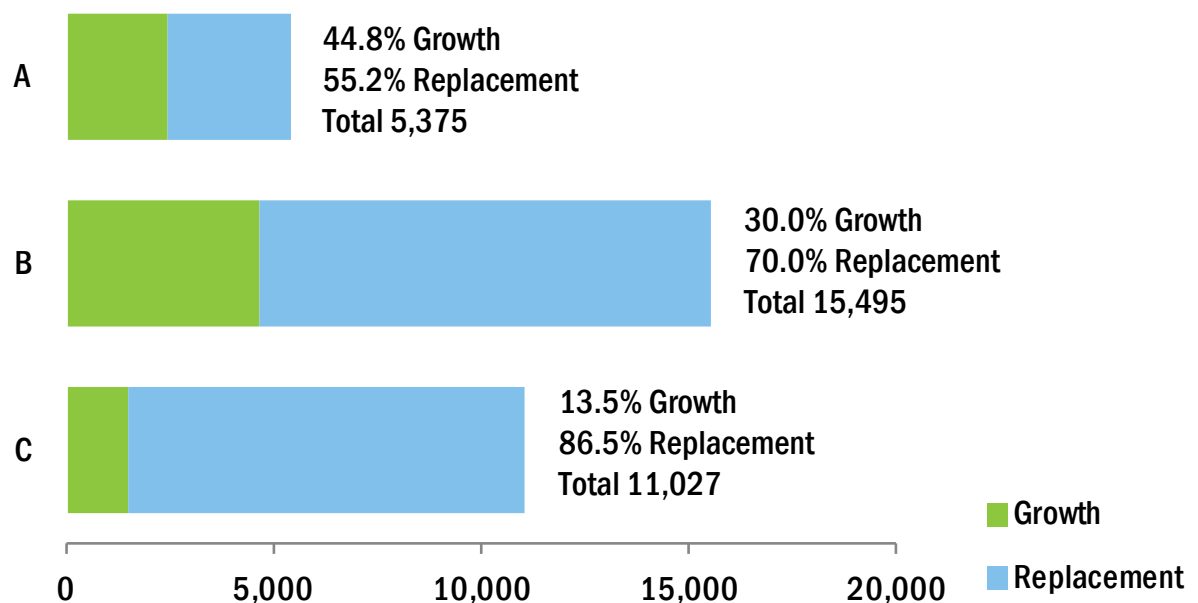
The Northwest WIA is projected to have just over 32,700 total openings between 2012 and 2022, with 26.1 percent of these coming from new growth. Grade B occupations account for 54.3 percent of this new growth. Job openings are identified as either “Growth,” “Replacement” or “Total” openings. Growth openings are new jobs that are added to the economy, while replacement openings are vacancies created by worker mobility or retirements, but are not new jobs. Total openings are the combination of both growth and replacement openings.



Grade A occupations have the best outlook with an above average growth rate and annual wage when compared to all occupations in the region. Grade A occupations in the Northwest region are projected to grow by 16.4 percent, and these new growth occupations are expected to account for 44.8 percent of Grade A total openings.

Grade B occupations make up the largest portion of the Northeast WIA workforce, and they are expected to have the largest number of job openings between 2012 and 2022. In 2012, Grade B occupations accounted for 45.8 percent of the Northwest WIA's total workforce, and they're projected to produce 47.3 percent of the region's total openings. Replacement openings are a large part of Grade C growth. Grade C occupations account for 33.7 percent of the regions total projected openings, 86.5 percent of which are replacement openings.

Northwest WIA Openings by Grade Level



Good Outlook Careers – Northwest WIA

NOW Occupations

Title	Grade	Openings	Avg Wage
Combined Food Preparation and Serving Workers, Including Fast Food	B+	1,643	\$17,507
Cashiers	C+	1,361	\$18,345
Retail Salespersons	B	1,097	\$24,727
Waiters and Waitresses	C+	878	\$18,683
Laborers and Freight, Stock, and Material Movers, Hand	B+	676	\$24,173
Customer Service Representatives	A	657	\$30,041
Office Clerks, General	B	516	\$26,858

NEXT Occupations

Title	Grade	Openings	Avg Wage
Registered Nurses	A	619	\$57,785
Nursing Assistants	B	563	\$20,980
Heavy and Tractor-Trailer Truck Drivers	A	410	\$35,518
Licensed Practical and Licensed Vocational Nurses	A	333	\$36,031
First-Line Supervisors of Food Preparation and Serving Workers	B+	322	\$23,035
First-Line Supervisors of Retail Sales Workers	B	301	\$34,253
Maintenance and Repair Workers, General	B	281	\$32,331

LATER Occupations

Title	Grade	Openings	Avg Wage
General and Operations Managers	A+	484	\$76,254
Elementary School Teachers, Except Special Education	B+	376	\$36,257
Secondary School Teachers, Except Special and Career/Technical Ed.	B	338	\$40,582
Accountants and Auditors	A+	265	\$54,535
Middle School Teachers, Except Special and Career/Technical Education	A	262	\$41,720
Farmers, Ranchers, and Other Agricultural Managers	C+	240	n/a
Substitute Teachers	C+	143	\$23,786

Ozark WIA

Employment in the Ozark WIA totaled more than 235,800 in 2012, and is projected to grow by 9.3 percent by 2022.

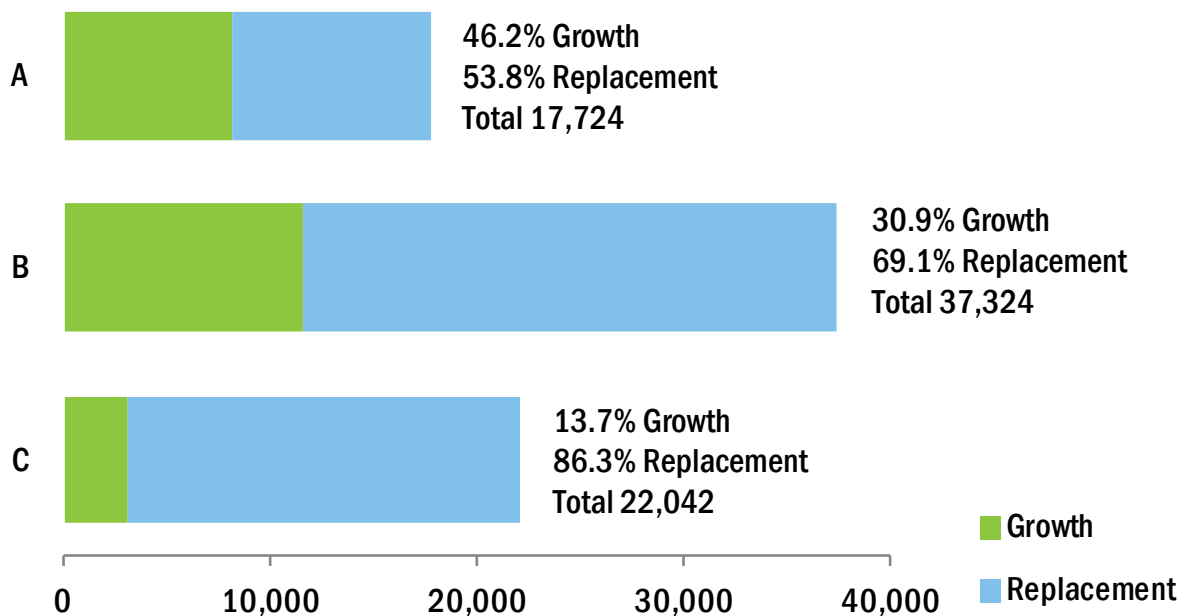
The Ozark WIA is projected to have just over 79,400 total openings between 2012 and 2022, with 28.7 percent of these coming from new growth. Grade B occupations account for 50.6 percent of this new growth. Job openings are identified as either “Growth,” “Replacement” or “Total” openings. Growth openings are new jobs that are added to the economy, while replacement openings are vacancies created by worker mobility or retirements, but are not new jobs. Total openings are the combination of both growth and replacement openings.



Grade A occupations have the best outlook with an above average growth rate and annual wage when compared to all occupations in the region. Grade A occupations in the Ozark region are projected to grow by 17.0 percent, and these new growth occupations are expected to account for 46.2 percent of Grade A total openings.

Grade B occupations make up the largest portion of the Ozark WIA workforce, and they are expected to have the largest number of job openings between 2012 and 2022. In 2012, Grade B occupations accounted for 46.9 percent of the Ozark WIA's total workforce, and they're projected to produce 47.0 percent of the region's total openings. Replacement openings are a large part of Grade C growth. Grade C occupations account for 27.7 percent of the regions total projected openings, 86.3 percent of which are replacement openings.

Ozark WIA Openings by Grade Level



Good Outlook Careers – Ozark WIA

NOW Occupations			
Title	Grade	Openings	Avg Wage
Combined Food Preparation and Serving Workers, Including Fast Food	B	3,702	\$17,714
Retail Salespersons	B	3,474	\$23,777
Cashiers	C+	2,868	\$19,314
Waiters and Waitresses	C+	2,636	\$19,008
Customer Service Representatives	A	2,039	\$28,763
Laborers and Freight, Stock, and Material Movers, Hand	B+	1,644	\$23,777
Office Clerks, General	B	1,574	\$26,488

NEXT Occupations			
Title	Grade	Openings	Avg Wage
Registered Nurses	A	1,713	\$52,231
Heavy and Tractor-Trailer Truck Drivers	A	1,640	\$41,792
Nursing Assistants	B+	1,160	\$21,903
Maintenance and Repair Workers, General	B	859	\$29,382
First-Line Supervisors of Retail Sales Workers	B	697	\$36,752
First-Line Supervisors of Food Preparation and Serving Workers	B+	689	\$27,596
Carpenters	A+	674	\$42,029

LATER Occupations			
Title	Grade	Openings	Avg Wage
General and Operations Managers	A+	1,227	\$76,392
Accountants and Auditors	A+	654	\$56,593
Middle School Teachers, Except Special and Career/Technical Education	A	539	\$63,698
Personal Financial Advisors	B+	502	\$35,241
Secondary School Teachers, Except Special and Career/Technical Ed.	B	468	\$40,253
Elementary School Teachers, Except Special Education	B+	444	\$43,210
Substitute Teachers	C	321	\$20,411

Saint Louis WIA

Employment in the Saint Louis WIA totaled more than 1,088,700 in 2012, and is projected to grow by 9.4 percent by 2022.

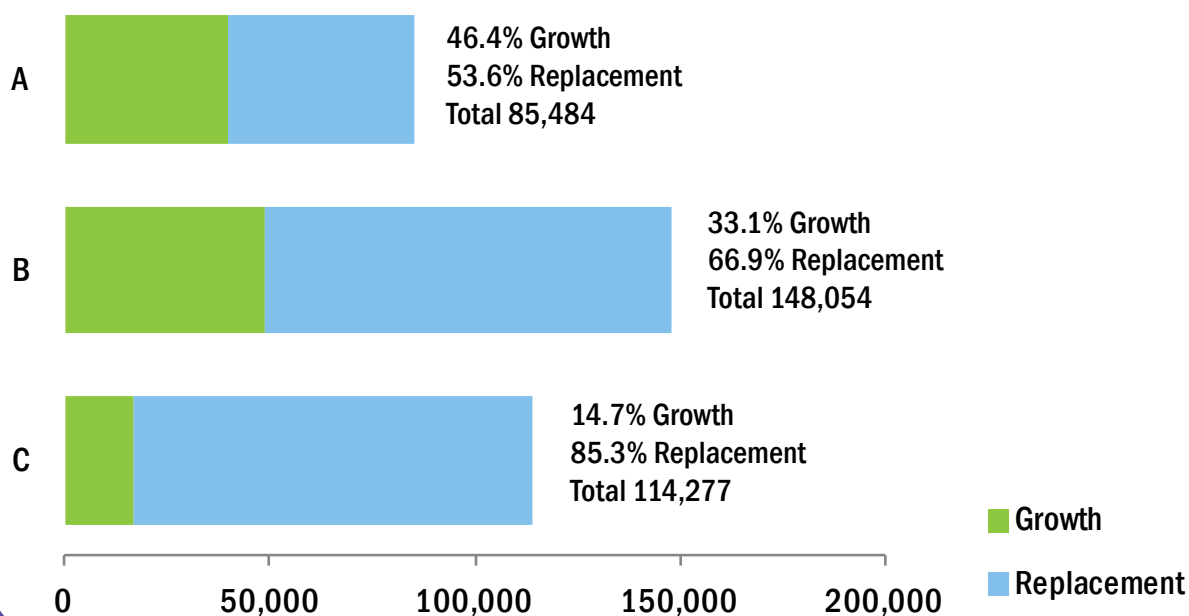
The Saint Louis WIA is projected to have just fewer than 360,000 total openings between 2012 and 2022, with 29.5 percent of these coming from new growth. Grade B occupations account for 46.3 percent of this new growth. Job openings are identified as either “Growth,” “Replacement” or “Total” openings. Growth openings are new jobs that are added to the economy, while replacement openings are vacancies created by worker mobility or retirements, but are not new jobs. Total openings are the combination of both growth and replacement openings.



Grade A occupations have the best outlook with an above average growth rate and annual wage when compared to all occupations in the region. Grade A occupations in the Saint Louis region are projected to grow by 16.3 percent, and these new growth occupations are expected to account for 46.4 percent of Grade A total openings.

Grade B occupations make up the largest portion of the Saint Louis WIA workforce, and they are expected to have the largest number of job openings between 2012 and 2022. In 2012, Grade B occupations accounted for 40.7 percent of the Saint Louis WIA's total workforce, and they're projected to produce 41.1 percent of the region's total openings. Replacement openings are a large part of Grade C growth. Grade C occupations account for 31.8 percent of the regions total projected openings, 85.3 percent of which are replacement openings.

Saint Louis WIA Openings by Grade Level



Good Outlook Careers – Saint Louis WIA

NOW Occupations

Title	Grade	Openings	Avg Wage
Combined Food Preparation and Serving Workers, Including Fast Food	B	13,629	\$18,401
Retail Salespersons	C+	12,112	\$25,608
Cashiers	C+	10,667	\$20,574
Waiters and Waitresses	C+	10,324	\$19,855
Customer Service Representatives	B+	9,078	\$32,678
Office Clerks, General	B	6,321	\$32,452
Laborers and Freight, Stock, and Material Movers, Hand	B+	5,941	\$28,600

NEXT Occupations

Title	Grade	Openings	Avg Wage
Registered Nurses	A	8,857	\$60,475
Nursing Assistants	B	4,324	\$23,994
First-Line Supervisors of Office and Administrative Support Workers	B+	3,192	\$53,101
Carpenters	A+	3,128	\$55,994
Heavy and Tractor-Trailer Truck Drivers	B+	3,124	\$40,888
First-Line Supervisors of Food Preparation and Serving Workers	B	2,828	\$29,818
Maintenance and Repair Workers, General	B	2,638	\$37,558

LATER Occupations

Title	Grade	Openings	Avg Wage
General and Operations Managers	A+	6,348	\$104,714
Accountants and Auditors	A+	4,588	\$73,764
Computer Systems Analysts	A+	2,482	\$83,858
Elementary School Teachers, Except Special Education	B+	1,970	\$58,646
Secondary School Teachers, Except Special and Career/Technical Ed.	B	1,928	\$55,500
Software Developers, Applications	A+	1,845	\$90,147
Middle School Teachers, Except Special and Career/Technical Ed.	B+	1,736	\$58,309

Southeast WIA

Employment in the Southeast WIA totaled more than 150,400 in 2012, and is projected to grow by 8.3 percent by 2022.

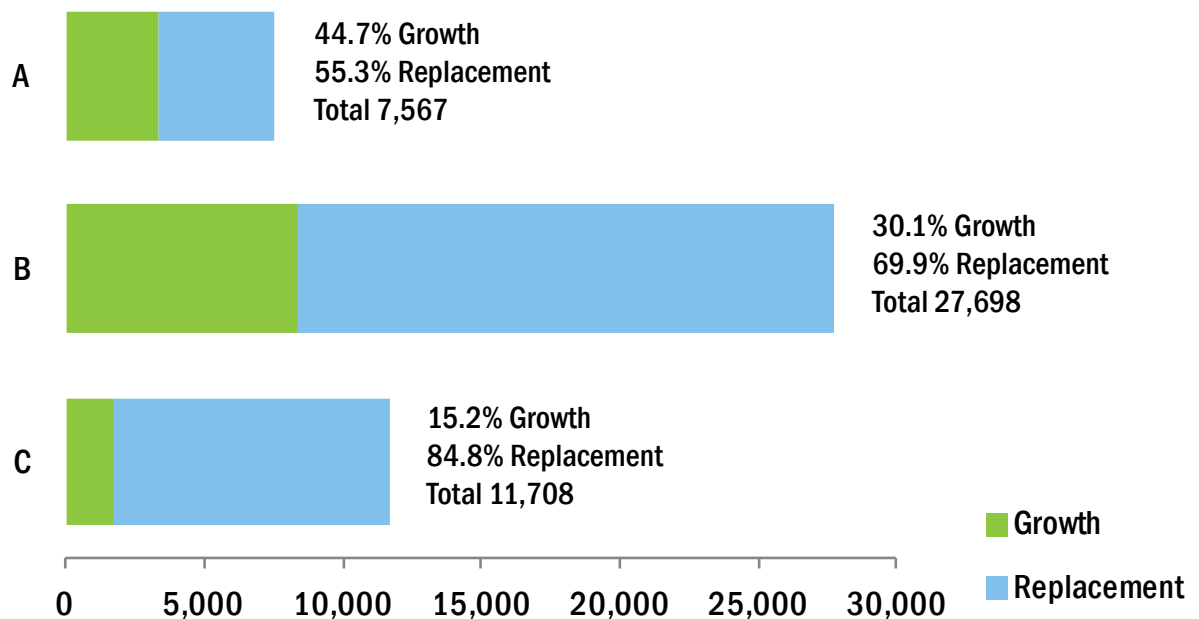
The Southeast WIA is projected to have just over 48,100 total openings between 2012 and 2022, with 28.1 percent of these coming from new growth. Grade B occupations account for 61.7 percent of this new growth. Job openings are identified as either “Growth,” “Replacement” or “Total” openings. Growth openings are new jobs that are added to the economy, while replacement openings are vacancies created by worker mobility or retirements, but are not new jobs. Total openings are the combination of both growth and replacement openings.



Grade A occupations have the best outlook with an above average growth rate and annual wage when compared to all occupations in the region. Grade A occupations in the Southeast region are projected to grow by 17.1 percent, and these new growth occupations are expected to account for 44.7 percent of Grade A total openings.

Grade B occupations make up the largest portion of the Southeast WIA workforce, and they are expected to have the largest number of job openings between 2012 and 2022. In 2012, Grade B occupations accounted for 55.8 percent of the Southeast WIA's total workforce, and they're projected to produce 57.6 percent of the region's total openings. Replacement openings are a large part of Grade C growth. Grade C occupations account for 24.3 percent of the regions total projected openings, 84.8 percent of which are replacement openings.

Southeast WIA Openings by Grade Level



Good Outlook Careers – Southeast WIA

NOW Occupations

Title	Grade	Openings	Avg Wage
Cashiers	B	2,288	\$18,449
Combined Food Preparation and Serving Workers, Including Fast Food	B	1,675	\$17,004
Personal Care Aides	B+	1,523	\$17,485
Retail Salespersons	B	1,500	\$24,174
Waiters and Waitresses	B	1,290	\$19,475
Customer Service Representatives	A	929	\$28,446
Laborers and Freight, Stock, and Material Movers, Hand	B	881	\$23,497

NEXT Occupations

Title	Grade	Openings	Avg Wage
Registered Nurses	A	1,212	\$51,378
Heavy and Tractor-Trailer Truck Drivers	B+	1,075	\$34,377
Nursing Assistants	B+	948	\$21,078
Maintenance and Repair Workers, General	B	493	\$30,934
First-Line Supervisors of Retail Sales Workers	B	446	\$34,745
Carpenters	A	368	\$37,299
Licensed Practical and Licensed Vocational Nurses	B+	367	\$33,765

LATER Occupations

Title	Grade	Openings	Avg Wage
General and Operations Managers	A+	810	\$74,289
Elementary School Teachers, Except Special Education	B+	496	\$43,008
Secondary School Teachers, Except Special and Career/Technical Ed.	B	388	\$42,973
Accountants and Auditors	A	297	\$53,280
Farmers, Ranchers, and Other Agricultural Managers	C+	234	n/a
Substitute Teachers	C+	233	\$21,676
Middle School Teachers, Except Special and Career/Technical Education	B+	194	\$45,346

Southwest WIA

Employment in the Southwest WIA totaled nearly 120,000 in 2012, and is projected to grow by 8.0 percent by 2022.

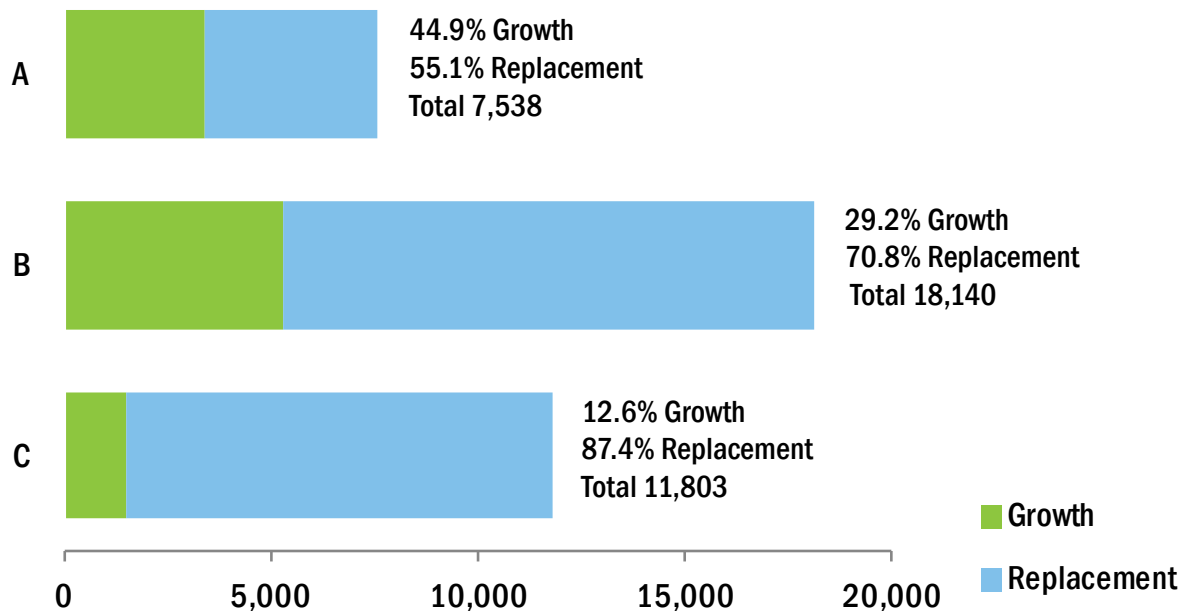
The Southwest WIA is projected to have just over 38,000 total openings between 2012 and 2022, with 26.8 percent of these coming from new growth. Grade B occupations account for 52.0 percent of this new growth. Job openings are identified as either “Growth,” “Replacement” or “Total” openings. Growth openings are new jobs that are added to the economy, while replacement openings are vacancies created by worker mobility or retirements, but are not new jobs. Total openings are the combination of both growth and replacement openings.



Grade A occupations have the best outlook with an above average growth rate and annual wage when compared to all occupations in the region. Grade A occupations in the Southwest region are projected to grow by 15.8 percent, and these new growth occupations are expected to account for 44.9 percent of Grade A total openings.

Grade B occupations make up the largest portion of the Southwest WIA workforce, and they are expected to have the largest number of job openings between 2012 and 2022. In 2012, Grade B occupations accounted for 47.3 percent of the Southwest WIA's total workforce, and they're projected to produce 47.7 percent of the region's total openings. Replacement openings are a large part of Grade C growth. Grade C occupations account for 31.0 percent of the regions total projected openings, 87.4 percent of which are replacement openings.

Southwest WIA Openings by Grade Level



Good Outlook Careers – Southwest WIA

NOW Occupations			
Title	Grade	Openings	Avg Wage
Retail Salespersons	B	1,526	\$23,024
Cashiers	C+	1,495	\$18,646
Combined Food Preparation and Serving Workers, Including Fast Food	B	1,396	\$17,710
Laborers and Freight, Stock, and Material Movers, Hand	B+	975	\$22,271
Customer Service Representatives	A	914	\$25,604
Waiters and Waitresses	C+	857	\$18,676
Office Clerks, General	B	768	\$25,377

NEXT Occupations			
Title	Grade	Openings	Avg Wage
Heavy and Tractor-Trailer Truck Drivers	A	1,547	\$45,457
Registered Nurses	A	778	\$45,343
Nursing Assistants	B	391	\$21,033
First-Line Supervisors of Retail Sales Workers	B	388	\$35,659
Teacher Assistants	B	300	\$19,930
Maintenance and Repair Workers, General	B	296	\$30,218
First-Line Supervisors of Office and Administrative Support Workers	A	287	\$41,621

LATER Occupations			
Title	Grade	Openings	Avg Wage
General and Operations Managers	A+	512	\$69,637
Elementary School Teachers, Except Special Education	B+	452	\$41,499
Substitute Teachers	C+	249	\$22,226
Accountants and Auditors	A	233	\$52,464
Secondary School Teachers, Except Special and Career/Technical Ed.	B	211	\$43,947
Farmers, Ranchers, and Other Agricultural Managers	B+	195	n/a
Middle School Teachers, Except Special and Career/Technical Education	B	170	\$41,935

South Central WIA

Employment in the South Central WIA totaled more than 64,500 in 2012, and is projected to grow by 8.5 percent by 2022.

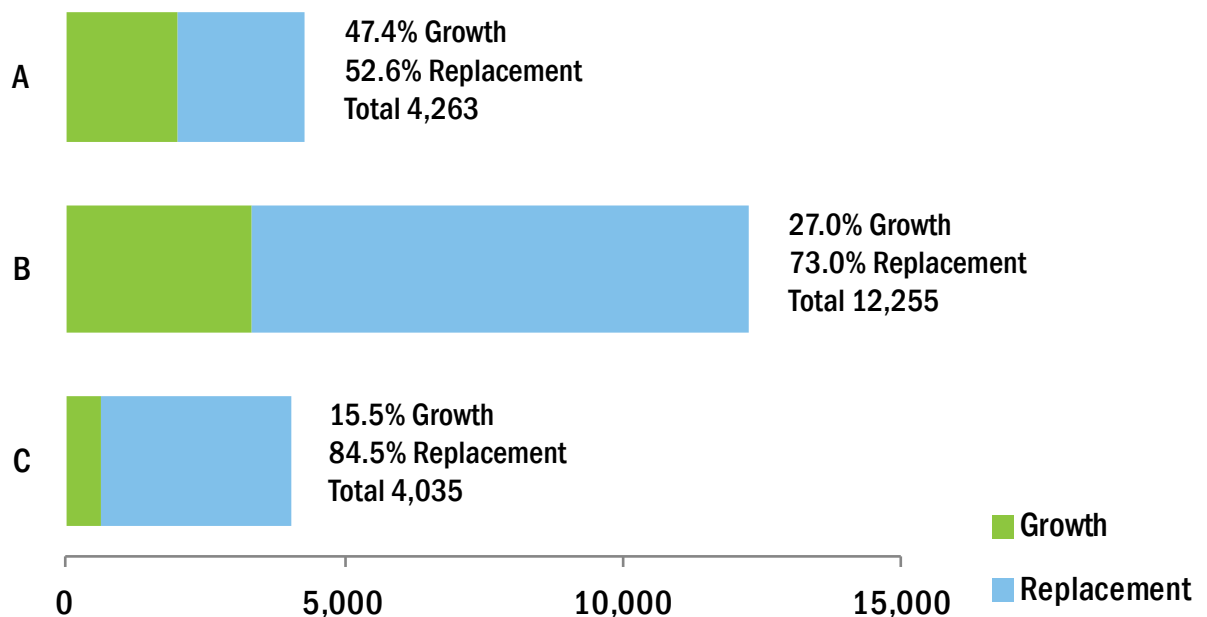
The South Central WIA is projected to have nearly 21,000 total openings between 2012 and 2022, with 28.5 percent of these coming from new growth. Grade B occupations account for 55.7 percent of this new growth. Job openings are identified as either “Growth,” “Replacement” or “Total” openings. Growth openings are new jobs that are added to the economy, while replacement openings are vacancies created by worker mobility or retirements, but are not new jobs. Total openings are the combination of both growth and replacement openings.



Grade A occupations have the best outlook with an above average growth rate and annual wage when compared to all occupations in the region. Grade A occupations in the South Central region are projected to grow by 16.6 percent, and these new growth occupations are expected to account for 47.4 percent of Grade A total openings.

Grade B occupations make up the largest portion of the South Central WIA workforce, and they are expected to have the largest number of job openings between 2012 and 2022. In 2012, Grade B occupations accounted for 54.3 percent of the South Central WIA's total workforce, and they're projected to produce 58.6 percent of the region's total openings. Replacement openings are a large part of Grade C growth. Grade C occupations account for 19.3 percent of the regions total projected openings, 84.5 percent of which are replacement openings.

South Central WIA Openings by Grade Level



Good Outlook Careers – South Central WIA

NOW Occupations			
Title	Grade	Openings	Avg Wage
Cashiers	B	1,250	\$18,045
Combined Food Preparation and Serving Workers, Including Fast Food	B+	941	\$16,958
Laborers and Freight, Stock, and Material Movers, Hand	B+	876	\$20,023
Retail Salespersons	B	597	\$22,400
Personal Care Aides	A	566	\$18,242
Waiters and Waitresses	B	415	\$18,494
Office Clerks, General	B	404	\$25,591

NEXT Occupations			
Title	Grade	Openings	Avg Wage
Registered Nurses	A	621	\$50,838
Heavy and Tractor-Trailer Truck Drivers	A	400	\$32,231
Nursing Assistants	B	395	\$20,196
Licensed Practical and Licensed Vocational Nurses	A	298	\$33,722
Teacher Assistants	B	198	\$20,876
Maintenance and Repair Workers, General	B+	197	\$30,450
First-Line Supervisors of Retail Sales Workers	B	165	\$32,080

LATER Occupations			
Title	Grade	Openings	Avg Wage
Elementary School Teachers, Except Special Education	A	377	\$41,885
General and Operations Managers	A+	295	\$63,971
Middle School Teachers, Except Special and Career/Technical Education	A	229	\$47,408
Accountants and Auditors	A+	213	\$57,656
Secondary School Teachers, Except Special and Career/Technical Ed.	B+	189	\$40,519
Mental Health and Substance Abuse Social Workers	A	76	\$56,638
Healthcare Social Workers	B	74	\$34,630

West Central WIA

Employment in the West Central WIA totaled more than 88,300 in 2012, and is projected to grow by 9.1 percent by 2022.

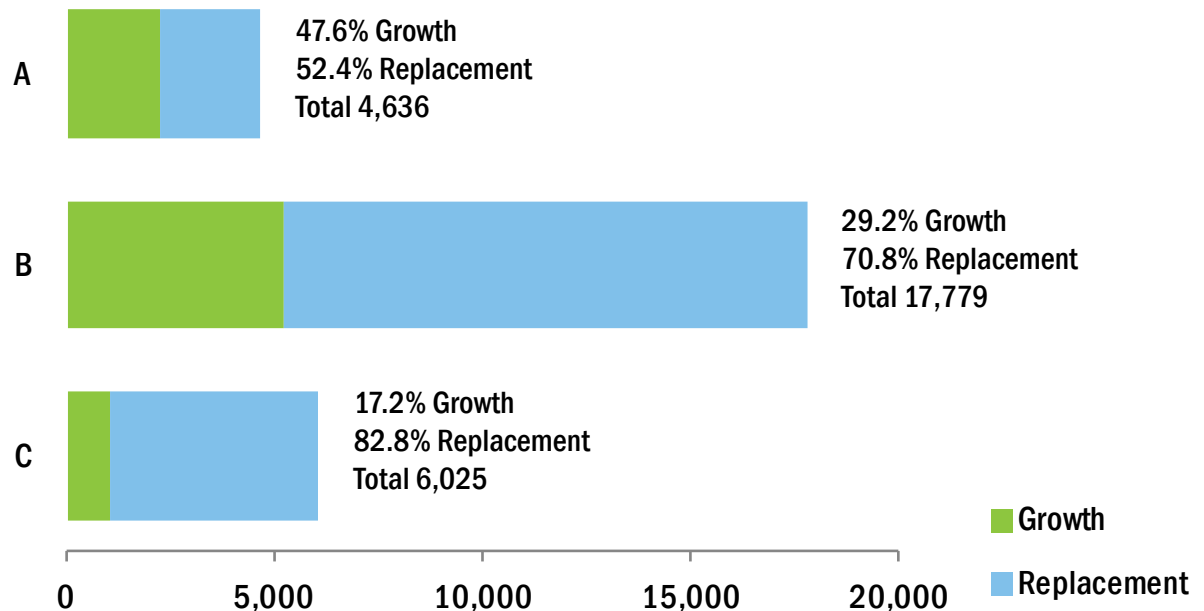
The West Central WIA is projected to have over 29,000 total openings between 2012 and 2022, with 29.0 percent of these coming from new growth. Grade B occupations account for 61.4 percent of this new growth. Job openings are identified as either “Growth,” “Replacement” or “Total” openings. Growth openings are new jobs that are added to the economy, while replacement openings are vacancies created by worker mobility or retirements, but are not new jobs. Total openings are the combination of both growth and replacement openings.



Grade A occupations have the best outlook with an above average growth rate and annual wage when compared to all occupations in the region. Grade A occupations in the West Central region are projected to grow by 17.8 percent, and these new growth occupations are expected to account for 47.6 percent of Grade A total openings.

Grade B occupations make up the largest portion of the West Central WIA workforce, and they are expected to have the largest number of job openings between 2012 and 2022. In 2012, Grade B occupations accounted for 58.0 percent of the West Central WIA's total workforce, and they're projected to produce 61.1 percent of the region's total openings. Replacement openings are a large part of Grade C growth. Grade C occupations account for 20.7 percent of the regions total projected openings, 82.8 percent of which are replacement openings.

West Central WIA Openings by Grade Level



Good Outlook Careers – West Central WIA

NOW Occupations			
Title	Grade	Openings	Avg Wage
Combined Food Preparation and Serving Workers, Including Fast Food	B+	1,423	\$17,154
Cashiers	B	1,365	\$18,814
Retail Salespersons	B	987	\$21,643
Waiters and Waitresses	B	729	\$17,035
Office Clerks, General	B	512	\$26,362
Personal Care Aides	A	499	\$18,547
Laborers and Freight, Stock, and Material Movers, Hand	B	436	\$22,737

NEXT Occupations			
Title	Grade	Openings	Avg Wage
Nursing Assistants	B+	612	\$20,258
Registered Nurses	A	458	\$55,175
Heavy and Tractor-Trailer Truck Drivers	B+	392	\$34,388
Licensed Practical and Licensed Vocational Nurses	A	380	\$35,474
First-Line Supervisors of Food Preparation and Serving Workers	B+	352	\$24,163
First-Line Supervisors of Retail Sales Workers	B	309	\$32,793
Cooks, Restaurant	B+	295	\$18,065

LATER Occupations			
Title	Grade	Openings	Avg Wage
Elementary School Teachers, Except Special Education	A	439	\$39,419
General and Operations Managers	A+	381	\$74,068
Substitute Teachers	B	259	\$18,247
Secondary School Teachers, Except Special and Career/Technical Education	B	214	\$37,607
Middle School Teachers, Except Special and Career/Technical Education	A	203	\$45,507
Accountants and Auditors	A	182	\$57,458
Farmers, Ranchers, and Other Agricultural Managers	B	109	n/a

Career Grades Methodology

Missouri's Career Grades are determined by using three statistical variables for each occupation. The three variables used are: Projected Percentage of Growth, Projected Total Openings and Average Wage.

The Projected Percentage of Growth is determined by dividing the projected numeric growth of an occupation by its base year employment. Projected Total Openings are a combination of an occupations projected numeric growth and projected replacement openings. An occupations base year Average Wage is used in determining its Career Grade.

Each variable's Normal Distribution is determined for each occupation, and assigned a value from 1 to 10. Each occupations three variable values are then added together, creating a range from 3 to 30. Grades are then assigned to each occupation based on this total, and using the following Grading Scale.

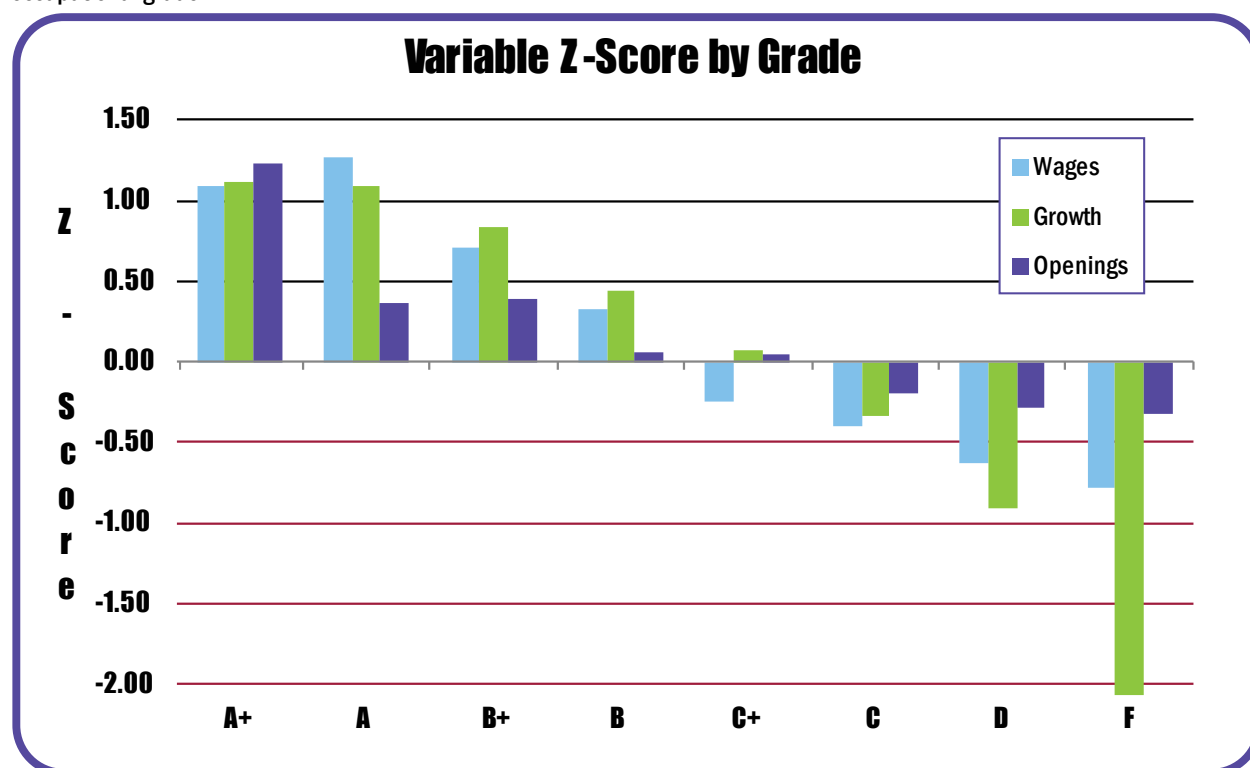
Statewide and WIA grades are calculated separately, using only the variable data for each area to determine the individual occupational grades.

GRADING SCALE

Total	Grade
25-30	A+
22-24	A
20-21	B+
17-19	B
15-16	C+
12-14	C
9-11	D
3-8	F

Variable Grade Distribution

The three variables for each occupation have a corresponding Z-Score, which represents that occupations relationship to the average of the group. A Z-Score of zero is equal to the group's average value. The following graph shows the variable Z-Scores by occupational grade.



	A+	A	B+	B	C+	C	D	F
Wages	1.09	1.27	0.71	0.33	-0.25	-0.39	-0.62	-0.78
Growth	1.12	1.09	0.83	0.44	0.07	-0.33	-0.90	-2.07
Openings	1.22	0.37	0.39	0.05	0.05	-0.20	-0.29	-0.33

Source: Bureau of Labor Statistics (BLS) and the Division of Occupational Employment Statistics (OES). Report compiled by the Missouri Economic Research and Information Center (MERIC). Product funded by the U.S. Employment and Training Administration, Workforce Information Grant. January, 2015.